Anti-bullying Policy

Review Period	Annually
Person Responsible for Policy	Headteacher
Governing Committee	LAC
Date of Governor Approval	September 2025
Date for Review	September 2026

Statement of Intent

The Academy of St Nicholas is committed to providing a caring and safe environment for all students so that they can learn in a secure atmosphere. Bullying of any kind is unacceptable in our Academy. If bullying does occur, all students should feel able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell the staff.

Bullying definition

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online (Taken from the Anti-Bullying Alliance).

Student friendly definition of bullying

Repeated intentional behaviour that hurts someone physically, emotionally or psychologically. It includes hitting, name calling, spreading rumours or threatening them face to face or online.
This statement is to be displayed in all offices and on display boards and is to be discussed with students when there is an accusation of bullying (see appendix 1)

Examples of bullying:

Examples of behaviours that might be treated as bullying include but are not limited to:

- Name-calling
- Taunting
- Mocking
- Making offensive comments
- Kicking
- Hitting
- Pushing
- Taking belongings
- Inappropriate text messaging and emailing
- Sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping
- Excluding people from groups
- Spreading rumours

Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others. Bullying can seriously damage a young person's confidence and sense of self-worth, and they will often feel that they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who conduct the bullying or witness the bullying can cause emotional harm, and the impact on the person being bullied, parents and school staff can be significant.

Specific types of bullying

Although any individual or group might be the target of bullying, the following are specific types that all staff must be aware of:

- Bullying related to race, religion or culture
- Bullying related to special educational needs or disabilities (SEND)
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying including any social media related incidents

Our Academy Community

The whole Academy community are committed to:

- Discuss, monitor and review our anti-bullying policy on an annual basis.
- Support staff to identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively
- Report back quickly to parents/carers regarding their concerns on bullying
- Ensure regular discussions are had with students about:
    - What bullying is
    - How to identify it
    - How to report it
    - Their role in preventing it
- Seek to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant statutory voluntary organisations when appropriate.

All staff role in preventing bullying

All staff must follow the 'see it, own it sort it' policy outlined below.

See it:

- Log any incident of child-on-child incidents they witness
- Log any accusations disclosed to them as a child on child, noting they have not witnessed this themselves

Own it:

- Challenge students who are displaying any of the behaviours listed above

Sort it:

- Act by contacting home or setting a sanction for the behaviours listed above
- Communicate any accusations of suspected bullying to pastoral leaders
- If appropriate, report serious incidents to the Deputy Headteacher

How pastoral leaders will proactively identify bullying

Pastoral leaders will monitor the child-on-child logs on a weekly basis to identify any patterns. If there are 3 or more logs from one student or group of students towards another, this will be treated and logged as bullying and action taken.

What pastoral leaders will do if a student complains of being bullied

The student's Pastoral Leader must be informed by the staff who the allegation was made to. The pastoral leader will:

- Compile a complete account of the incident or incidents from the student
- Ask for statements from teachers' friends, classmates or witnesses who can verify any accounts
- Look for any previous incidents involving the same students.
- The bullies to be spoken to regarding the complaint

What pastoral leaders will do if bullying is evident

After 3 or more child on child logs:

- Log the incident as bullying on Arbor
- The student's Pastoral Leader will arrange for a member of staff, chosen by the student being bullied to offer support on a continual basis until such time as the student and his/her parent are satisfied that conditions have returned to normal
- If appropriate, get the bullies and victims together to give their respective accounts and propose/agree to a solution as per the Restorative Practice system in the Academy.
- Conduct separate follow-up meetings with the victim and bully separately to ensure that the problems have been sorted out and all parties have moved forward. Consider inviting the student's life tutor, headteacher, SLT, parents or school police officer
- Refer the bully to external agencies if appropriate
- If appropriate, seek SEMH support for the victim

Staged approach to bullying

If bullying is evident and logged, the following actions are to be taken:
After 1 incident of bullying:

- Parents are contacted and meeting arranged with pastoral leader
- Bully is placed in the R room for 1 day

After 2 incidents of bullying:

- Parents are contacted and meeting to take place with head of key stage
- If appropriate, bully is issued with a fixed term exclusion

After 3 incidents of bullying:

- Parents are contacted and meeting arranged with Deputy Headteacher
- Actions might include but are not limited to:
    - fixed term exclusion
    - managed move
    - offsite direction
    - at risk of permanent exclusion form completed

What pastoral leaders will do if there is not enough evidence to support bullying accusation

- Communicate all the steps they have taken with the student and parent
- Encourage the student to report any further incidents involving the accused ASAP
- Speak to the accused and inform them their behaviour is being monitored carefully

Proactive strategies to prevent bullying

- A safe space will be identified for students to use during social times. This space will be offered to the students who are deemed vulnerable and at risk of bullying. Students allowed to use this space are to be identify by pastoral leaders and displayed on the pastoral briefing notes.
- An anti-bullying mentor team will be identified in year 11 and displayed around the academy. The team will encourage younger students to speak to them about bullying they have experienced or witnessed.
- All students in the academy will have at least one session with an external anti-bullying organisation such as 'Bully Busters' or similar at least once each academic year.
- A staff anti bullying committee will be established who will meet twice a year.

Support for staff - Possible signs that a student is being bullied

- A student may appear unusually withdrawn and uncommunicative
- He or she may be unable to concentrate in class
- His or her behaviour may change e.g. a student's participation in Academy and other activities may be reduced
- He or she may experience psychosomatic complaints
- He or she may have unexplained cuts/bruises – or give unconvincing explanations
- There may be unaccountable and repeatable damage or loss to bags, books, equipment and money
- There may be intermittent and long-term absences from the Academy
- A student may truant from the Academy.

Guidance for Students in the Academy of St Nicholas

What to do if you are being bullied:

- Find a member of staff that you can talk to. This member of staff will probably be able to help but remember that if you want the matter to remain confidential then the teacher may not be able to do that and may have to share it with the safeguarding team. Your Life Tutor is probably the best person to see in the first instance.
- Talk to responsible peers
- Tell a parent
- Tell a friend who you can trust
- Tell anyone that you feel you can trust.

Possible signs that another student is being bullied

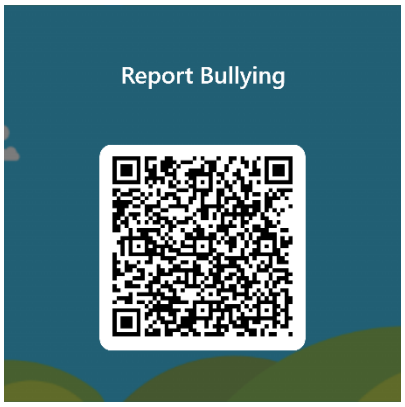
- They appear to be unusually withdrawn or quiet
- They may be unable to concentrate in class
- Their behaviour may change
- They may have unexplained cuts and bruises or give unconvincing explanations for these.
- They may be truanting from lessons

What you do if you see another student being bullied

- Find a member of staff and tell them exactly what has happened
- Challenge the students responsible to prevent further distress if you feel that you are able
- Record the names and tutor groups of the bullies
- Report anonymously by scanning the QR code below and displayed around the Academy and in toilets.
- Refer to our Anti-Bullying committee – the committee include the following staff:

Mrs S Gillard	Mr Rasmussen	Mx Stephan	Mr Duffin
Mr Smith	Mr O'Dowd	Mr Flower	Miss Harmon
Mr Dooley	Mx Stephan		

- Report anonymously by scanning the QR code below.



- You will see this code displayed around the Academy and in the toilets.